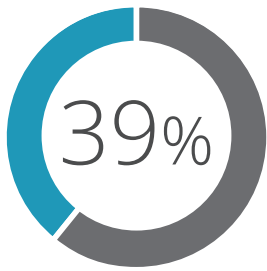


Everyone's business: Survey on sexual harassment of members of the SDA • 2019



Prevalence of workplace sexual harassment

In the last **5 years** 39% of SDA members said that they had been sexually harassed at work.

Female SDA members (46%) were more likely than their male colleagues (29%) to have experienced workplace sexual harassment.

Types of sexual harassment behaviours experienced by SDA members

Sexual harassment can be **physical**



- unwelcome touching, hugging, cornering or kissing
- inappropriate staring or leering that made you feel intimidated
- sexual gestures, indecent exposure or inappropriate display of the body
- inappropriate physical contact
- requests or pressure for sex or other sexual acts
- actual or attempted rape or sexual assault
- being followed, watched or someone loitering nearby
- sexually explicit pictures, posters or gifts that made you feel offended
- any other unwelcome conduct of a sexual nature.

Sexual harassment can be **online**



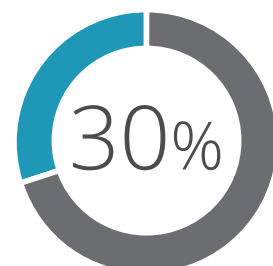
- sexually explicit comments made in emails, or on social media
- repeated or inappropriate advances on email or on social media
- sharing or threatening to share intimate images or film of you without your consent.

Sexual harassment can be **what is said**



- repeated or inappropriate invitations to go out on dates
- intrusive questions about your private life or physical appearance that made you feel offended
- indecent phone calls, including someone leaving a sexually explicit voicemail
- sexually suggestive comments or jokes that made you feel offended.

30% of SDA members who had been sexually harassed in the workplace in the last **5 years** had experienced more than one type of sexually harassing behaviour.



Sexual harassment by customers



21% of SDA members said they have been **sexually harassed by a customer** in their current job.

Female SDA members (28%) were more likely than male SDA members (11%) to have been sexually harassed by a customer.

Customers were the harassers in 36% of cases of workplace sexual harassment.

Of SDA members who had been sexually harassed by a customer:

- 75% had experienced this more than once
- 54% had experienced this in the previous six months.

Reporting of workplace sexual harassment

Only **13%** of SDA members who had experienced workplace sexual harassment in the last 5 years made a formal report or complaint in relation to the most recent incident.

Almost one in five SDA members who did report, were **ostracised, victimised or ignored by colleagues** (19%), had their **shifts changed** (15%) or were labelled a **troublemaker** (15%).



Impact of workplace sexual harassment



The **majority** of SDA members reported negative consequences as a result of being sexually harassed in the workplace.

44% of SDA members who had experienced workplace sexual harassment in the last **5 years** said the experience had **negatively impacted on their mental health or caused stress** with health and well-being consequences including anxiety (40%), loss of self-esteem (23%), and depression (18%).

In some cases the health and well-being impacts were potentially **life-threatening** (suicidal thoughts 6%, and post-traumatic stress disorder 4%).